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FORTY-NINTH CIA CAREER COUNCIL  
MEETING

49th Meeting

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MINUTES OF THE CIA CAREER COUNCIL

49th Meeting, Thursday, 27 March 1958, 3:30 P.M.  
DCI Conference Room

Present: Gordon M. Stewart, Chairman  
Matthew Baird, Member, DTR

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[REDACTED] Alternate for DD/P

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Lyman Kirkpatrick, Member, IG

[REDACTED] Alternate for DD/I

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Lawrence K. White, Member, DD/S

[REDACTED] Executive Secretary  
[REDACTED] Recorder

Guests: H. Gates Lloyd, A/DDS

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[REDACTED] d, OP

[REDACTED] OP

1. The minutes of the 48th meeting were approved as distributed.

2. There was a brief discussion of the programs of outplacement and selection out. It was recognized that these should be handled simultaneously since it was difficult to draw the line between the two programs with respect to certain particular cases. It was realized that the Director of Personnel would have to provide advice to several offices in order that approximately even standards of criteria for selection out and outplacement would be applied. It was also recognized that decisions on selection out should be as consistent as possible with actions involving the denial of membership in the Career Staff and vice versa.

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3. The new proposed "Compensation System for CIA" was presented by [REDACTED] were available to answer questions. Discussion by the members of the Council indicated general approval of the proposed changes in the periodic step increase system and in the proposed technique for handling meritorious step increases. It was recognized that very detailed justification would have to be prepared for presentation of the plan to the Bureau of the Budget, the Civil Service Commission and the various committees of Congress. Any such presentation would also require a very detailed cost analysis. There was discussion of the possibility of using the Foreign Service pay scales for certain segments of the Agency but it was realized there were dangers in the Agency being saddled with some of the less desirable and restrictive features of the Foreign Service system. The greater range of pay scales in the new grades of the proposed system and the flexibility whereby persons could be adequately rewarded monetarily through meritorious step increases without effecting grade promotions were regarded as desirable features of the plan. It was recognized however that adequate controls would have to be perfected before the new plan was put into effect. It was agreed that the major concepts were desirable and that the Office of Personnel would continue in the development of the plan.

4. The Council adjourned at 4:30 P.M.

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[REDACTED]  
Executive Secretary

CIA Career Council

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